

THE MORE YOU KNOW—October 19, 2018

Dear Colleagues,

This week's edition of *The More You Know* addresses the issue of rumor control. I understand that everyone is eager to know the latest, most up-to-date information regarding negotiations/fact-finding/strike probability, etc. and hear about next steps. Please understand that information is being provided as soon as YFA can get it out; for the last three years, YFA has been about as transparent as we have ever been.

That being said, YFA needs to be responsible with what information gets shared (due to the legal parts about confidentiality with this process) which also affects how quickly information can be shared once it is "cleared" to be sent-out to the faculty.

For that reason, today's edition of *TMYK* is a request for everyone to be careful NOT to engage in either believing or spreading rumors. Some of the ones that have eventually been relayed to me are WAY-OUT there. Rather than going through a list of what I have heard, I will simply say this:

Unless you see it posted on the YFA website OR it is sent to you from YFA email (yosemitefaculty@gmail.com), please DO NOT spread rumors. Forward any questions to YFA and we will respond as soon as time permits.

Fact-Finding Update

In light of the fact-finding report's delay, YFA and YCCD thought it prudent to agree to a **final, but firm, deadline** for a receipt of the report on November 1 and then publication 10 days later on November 11.

This benefits YFA in three ways:

1. It ensures a hard deadline and removes uncertainty about the date of the report;
2. It provides an additional opportunity for YFA and YCCD to try to negotiate between now and November 1; and if those negotiations are unsuccessful,
3. It results in a publication date (November 11) that dovetails perfectly with the YFA's post-impasse labor action.

Striking, if necessary, is a teachable-moment for students

Everything we do at our two colleges involves "teachable moments." A faculty strike, if it comes to that, is **ALSO** a teachable moment for our students.

- Faculty demonstrated on September 12th at Central Services. We did it positively, respectfully, yet forcefully. We were even congratulated by Board Chair, Darin Gharat, for our professionalism in how we handled that demonstration. That is a teachable moment for students .
- We have attended in full-force and had many speakers publicly address the Board of Trustees regarding fair treatment. That is a teachable moment for students.
- We are keeping students as informed as possible so that they, too, can make informed decisions. That is a teachable moment for students.
- Students will face "strikes" that affect them in their coming years; the potential faculty strike is non-unique. How many times has B.A.R.T. or public transportation (including the taxi drivers in New York) gone on strike? What about FedEx or UPS package carriers who might strike for fair wages? Or taking a trip to New York and having paid a lot of money to see a Broadway show, but some of the theatre unions are striking? Or buying tickets to see your favorite professional sports team? (How many times has MLB, NBA, and the NFL been on strike?) Other teacher-unions around the country have been on strike, as has Modesto City Schools. Our students will likely have children who might be affected by a future teachers' strike.

This is a teachable moment---whether the strike actually happens or not. I have heard some wonderful stories about faculty who have used our current situation as part of an in-class exercise or an assignment relevant to their courses. That is fantastic.

We are not in a bubble, nor are our students. This **IS** the real-world. And the real-world sometimes has strikes. (This past summer, my wife was ready to return from her trip to France when---on the day she was heading to the airport---learned that the AirFrance workers went on strike THAT DAY. . . . and with NO forewarning. She had to immediately create a new plan to get home to California).

Unlike other strikes that we have seen in the news over the years, OUR current students are in a safe environment. We are informing them now and will take care of them in the many great ways that we do after a strike has ended (if the strike has been necessary). And more importantly, we will have fought for the thousands of our future students who depend on us to educate them.

All my best,

Jim Sahlman